**Lampiran 1**

**PENGARUH KOMPETENSI DAN PENGEMBANGAN KARIR TERHADAP KINERJA PEGAWAI PADA DINAS PEMUDA DAN OLAHRAGA PROVINSI SUMATERA UTARA**

**A. IDENTITAS PRIBADI**

Yang bertanda tangan dibawah ini :

Nama : Linda Juniar Siregar

Npm : 173114386

Fakultas/Jurusan : Ekonomi/Manajemen

Semester : VIII

Bapak/Ibu, Saudara/I responden yang terhormat,

Sehubungan dalam rangka pengumpulan data untuk melengkapi penelitian saya yang berjudul **:" Pengaruh Kompetensi dan Pengembangan Karir Terhadap Kinerja Pegawai Pada Dinas Pemuda dan Olahraga Provinsi Sumatera Utara",** saya mengharapkan kesediaan Bapak/Ibu untuk menjawab dan mengisi beberapa pernyataan kuesioner yang diberikan dibawah ini.

Atas waktu yang Bapak/Ibu, Saudara/I telah luangkan, saya ucapkan terima kasih

Hormat Saya

Linda Juniar Siregar

**II. IDENTITAS RESPONDEN**

Nama ( boleh tidak dibuat ) : ……………………………………………………

No Responden : ……………………………………………………

Jenis Kelamin : ……………………………...……………………

Umur : ……………………………...……………………

Pendidikan Terakhir : …………………………...………………………

**B. PETUNJUK PENGISIAN**

1. Pilihlah jawaban paling tepat menurut anda.

2. Bacalah setiap pertanyaan dengan seksama.

3. Isilah semua nomor dengan memilih satu dari 5 alternatif jawaban dengan memberikan tanda ( **✓**) pada kolom yang sudah disediakan.

4. Alternatif jawaban adalah sebagai berikut :

|  |  |
| --- | --- |
| Alternatif Jawaban | Skor |
| Sangat Setuju | 5 |
| Setuju | 4 |
| Kurang Setuju | 3 |
| Tidak Setuju | 2 |
| Sangat Tidak Setuju | 1 |

**C. DAFTAR PERTANYAAN**

**Kompetensi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Pengetahuan** | | | | | | |
| 1 | Saya memiliki kemampuan dalam menggunakan peralatan seperti computer dll |  |  |  |  |  |
| 2. | Dengan pengetahuan yang saya miliki saya dapat menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| **Pemahaman** | | | | | | |
| 3. | saya memahami tugas dan tanggung jawab yang diberika kepada saya |  |  |  |  |  |
| 4. | Saya memahami teguran yang diberikan apabila saya melakukan kesalahan |  |  |  |  |  |
| **Nilai** | | | | | | |
| 5. | Saya menggetahui dan memahami nilai-nilai yang diterapkan organisasi dengan baik |  |  |  |  |  |
| **Kemampuan** | | | | | | |
| 6. | Saya mempunyai kemampuan menyelesaikan msalah sesuai dengan tugas dan tanggung jawab |  |  |  |  |  |
| 7. | Saya mempunyai kemampuan menyelesaikan tugas dengan baik |  |  |  |  |  |
| **Sikap** | | | | | | |
| 8. | Saya percaya sikap baik kepada rekan kerja akan mendukung dalam menyelaikan pekerjaan tim |  |  |  |  |  |
| **Minat** | | | | | | |
| 9. | Saya mempunyai minat yang tinggi dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 10. | Saya mempunyai minat yang tingi untuk pengembangan karir kedepan nya |  |  |  |  |  |

**Pengembangan Karir (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Prestasi Kerja** | | | | | | |
| 1 | Saya merasa memiliki keterampilan yang  dapat menunjang karir saya dalam bekerja. |  |  |  |  |  |
| 2. | Saya bekerja sesuai dengan SOP (Standar  Operasional Prosedur) yang ditetapkan Dinas Pemuda Dan Olahraga |  |  |  |  |  |
| ***Exposure* (Pengenalan Oleh Pihak Lain)** | | | | | | |
| 3. | Pengalaman bekerja menjadi salah satu tolak ukur untuk mendapatkan promosi karir. |  |  |  |  |  |
| 4. | Saya memiliki peluang yang sama dalam peningkatan promosi karir. |  |  |  |  |  |
| **Kesetiaan Pada Organisasi** | | | | | | |
| 5. | Semakin lama saya bekerja di Dinas Pemuda Dan Olahraga, semakin tinggi loyalitas saya terhadap instansi. |  |  |  |  |  |
| 6. | Di Dinas Pemuda Dan Olahraga saya dan rekan terjalin kerja sama yang erat antar pegawai dan atasan dalam melaksanakan pekerjaan sehari-hari. |  |  |  |  |  |
| **Kesempatan Untuk Bertumbuh** | | | | | | |
| 7. | Saya akan mengikuti *workshop* dan pelatihan untuk menambah pengetahuan dan keahlian dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 8. | Setiap pegawai diberikan kesempatan yang sama untuk meningkatkan karir melalui *workshop* atau pelatihan. |  |  |  |  |  |
| **Dukungan Manajemen** | | | | | | |
| 9. | Dinas Pemuda Dan Olahraga memberikan umpan balik terhadap kinerja saya. |  |  |  |  |  |
| 10. | Dinas Pemuda Dan Olahraga memberikan fasilitas lengkap bagi para pegawai agar lebih mudah dalam bekerja. |  |  |  |  |  |

**Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **Kualitas Kerja** | | | | | | |
| 1 | Saya mampu melaksanakan tugas yang diberikan dengan maksimal. |  |  |  |  |  |
| 2. | Selama bekerja saya berusaha menghasilkan kualitas kerja yang baik. |  |  |  |  |  |
| **Kuantitas Kerja** | | | | | | |
| 3 | Jumlah pekerjaan yang saya hasilkan memenuhi target yang telah ditetapkan Dinas Pemuda Dan Olahraga. |  |  |  |  |  |
| 4. | Saya dapat melebihi target pekerjaan yang telah ditetapkan Dinas Pemuda Dan Olahraga. |  |  |  |  |  |
| **Tanggungjawab** | | | | | | |
| 5 | Saya dapat mengerjakan pekerjaan dengan tepercaya dan tepat. |  |  |  |  |  |
| 6. | Saya memiliki komitmen kerja dan tanggungjawab terhadap Dinas Pemuda Dan Olahraga. |  |  |  |  |  |
| **Kerjasama** | | | | | | |
| 7 | Saya dapat bekerjasama dengan semua rekan kerja. |  |  |  |  |  |
| 8. | Saya mempunyai hubungan yang baik dengan atasan/rekan kerja dalam menyelesaikan tugas. |  |  |  |  |  |
| **Inisiatif** | | | | | | |
| 9 | Saya memiliki inisiatif yang berguna dalam membantu menyelesaikan pekerjaan dengan baik. |  |  |  |  |  |
| 10. | Saya akan membantu rekan kerja yang membutuhkan bantuan dalam menyelesaikan pekerjaan. |  |  |  |  |  |

**Lampiran II**

**UJI R**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | 0.763a | 0.582 | 0.572 | 2.17104 |
| a. Predictors: (Constant), Pengembangan Karir, Kinerja Pegawai | | | | |

**UJI F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 524.951 | 2 | 262.476 | 55.687 | 0.000b |
| Residual | 377.073 | 80 | 4.713 |  |  |
| Total | 902.024 | 82 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Pengembangan Karir, Kompetensi | | | | | | |

**UJI REGRESI LINEAR BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
|  | (Constant) | 5.560 | 3.651 |  | 1.523 | 0.132 |
| Kompetensi | 0.691 | 0.090 | 0.484 | 5.444 | 0.000 |
| Pengembangan Karir | 0.583 | 0.091 | 0.372 | 4.189 | 0.000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

**UJI T**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
|  | (Constant) | 5.560 | 3.651 |  | 1.523 | 0.132 |
| Kompetensi | 0.691 | 0.090 | 0.484 | 5.444 | 0.000 |
| Pengembangan Karir | 0.583 | 0.091 | 0.372 | 4.189 | 0.000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

**UJI VALIDITAS VARIABEL X1**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| 0.843 | 0.843 | 10 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 39.4217 | 9.100 | 0.435 | 0.436 | 0.838 |
| VAR00002 | 39.5301 | 8.764 | 0.513 | 0.806 | 0.831 |
| VAR00003 | 39.4819 | 8.741 | 0.574 | 0.554 | 0.825 |
| VAR00004 | 39.5783 | 8.710 | 0.586 | 0.612 | 0.824 |
| VAR00005 | 39.4940 | 8.448 | 0.613 | 0.566 | 0.821 |
| VAR00006 | 39.5542 | 9.153 | 0.415 | 0.424 | 0.839 |
| VAR00007 | 39.5783 | 8.613 | 0.586 | 0.827 | 0.824 |
| VAR00008 | 39.5060 | 8.692 | 0.599 | 0.595 | 0.823 |
| VAR00009 | 39.5422 | 8.812 | 0.567 | 0.618 | 0.826 |
| VAR00010 | 39.4458 | 8.933 | 0.497 | 0.564 | 0.832 |

**UJI VALIDITAS VARIABEL X2**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| 0.839 | 0.841 | 10 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 39.4096 | 8.513 | 0.569 | 0.533 | 0.820 |
| VAR00002 | 39.4337 | 8.688 | 0.478 | 0.498 | 0.829 |
| VAR00003 | 39.2771 | 8.691 | 0.498 | 0.586 | 0.827 |
| VAR00004 | 39.5181 | 8.399 | 0.620 | 0.568 | 0.815 |
| VAR00005 | 39.5301 | 8.398 | 0.527 | 0.458 | 0.825 |
| VAR00006 | 39.4819 | 8.984 | 0.387 | 0.492 | 0.837 |
| VAR00007 | 39.5060 | 8.229 | 0.725 | 0.698 | 0.806 |
| VAR00008 | 39.4699 | 8.447 | 0.577 | 0.605 | 0.819 |
| VAR00009 | 39.4940 | 8.643 | 0.551 | 0.568 | 0.822 |
| VAR00010 | 39.3614 | 8.843 | 0.413 | 0.228 | 0.835 |

**UJI VALIDITAS VARIABEL Y**

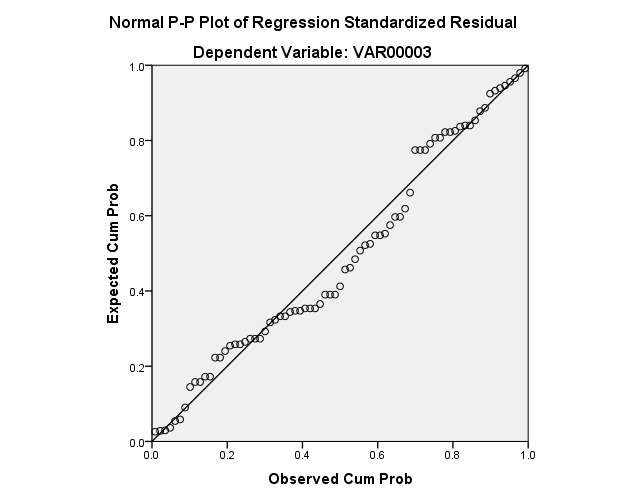
|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| 0.847 | 0.849 | 10 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 39.3614 | 9.160 | 0.522 | 0.461 | 0.835 |
| VAR00002 | 39.4940 | 9.058 | 0.539 | 0.605 | 0.834 |
| VAR00003 | 39.3855 | 9.313 | 0.467 | 0.493 | 0.840 |
| VAR00004 | 39.6024 | 8.974 | 0.519 | 0.497 | 0.836 |
| VAR00005 | 39.5301 | 8.691 | 0.583 | 0.449 | 0.830 |
| VAR00006 | 39.5663 | 9.371 | 0.455 | 0.424 | 0.841 |
| VAR00007 | 39.6024 | 9.023 | 0.646 | 0.690 | 0.825 |
| VAR00008 | 39.5422 | 9.251 | 0.521 | 0.584 | 0.835 |
| VAR00009 | 39.4819 | 8.887 | 0.633 | 0.551 | 0.825 |
| VAR00010 | 39.4578 | 8.885 | 0.591 | 0.482 | 0.829 |

**UJI NORMALITAS**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 83 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | 2.14440016 |
| Most Extreme Differences | Absolute | .186 |
| Positive | .186 |
| Negative | -.136 |
| Kolmogorov-Smirnov Z | | 1.699 |
| Asymp. Sig. (2-tailed) | | 0.006 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

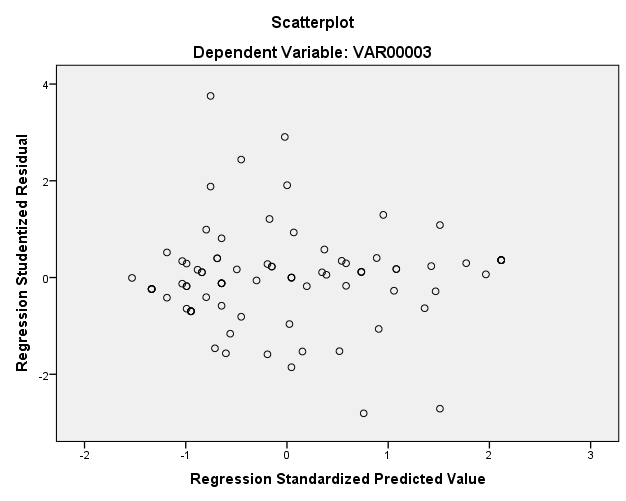
**UJI NORMALITAS PLOT**



**UJI MULTIKOLONIARITAS**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
|  | (Constant) | 5.560 | 3.651 |  | 1.523 | 0.132 |  |  |
| VAR00001 | 0.691 | 0.090 | 0.484 | 5.444 | 0.000 | 0.662 | 1.511 |
| VAR00002 | 0.583 | 0.091 | 0.372 | 4.189 | 0.000 | 0.662 | 1.511 |
| a. Dependent Variable: VAR00003 | | | | | | | | |

**UJI HETEROSKEDASTTISITAS**



**Lampiran III**

**HASIL KOESIONER VARIABEL X**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00001** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 43 | 51.8 | 51.8 | 51.8 |
| 5.00 | 40 | 48.2 | 48.2 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00002** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 2 | 2.4 | 2.4 | 2.4 |
| 4.00 | 48 | 57.8 | 57.8 | 60.2 |
| 5.00 | 33 | 39.8 | 39.8 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00003** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 48 | 57.8 | 57.8 | 57.8 |
| 5.00 | 35 | 42.2 | 42.2 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00004** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 54 | 65.1 | 65.1 | 66.3 |
| 5.00 | 28 | 33.7 | 33.7 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00005** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 2 | 2.4 | 2.4 | 2.4 |
| 4.00 | 45 | 54.2 | 54.2 | 56.6 |
| 5.00 | 36 | 43.4 | 43.4 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00006** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 52 | 62.7 | 62.7 | 63.9 |
| 5.00 | 30 | 36.1 | 36.1 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00007** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 2 | 2.4 | 2.4 | 2.4 |
| 4.00 | 52 | 62.7 | 62.7 | 65.1 |
| 5.00 | 29 | 34.9 | 34.9 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00008** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 50 | 60.2 | 60.2 | 60.2 |
| 5.00 | 33 | 39.8 | 39.8 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00009** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 53 | 63.9 | 63.9 | 63.9 |
| 5.00 | 30 | 36.1 | 36.1 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00010** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 45 | 54.2 | 54.2 | 54.2 |
| 5.00 | 38 | 45.8 | 45.8 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

**HASIL KOESIONER VARIABEL X2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00001** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 48 | 57.8 | 57.8 | 57.8 |
| 5.00 | 35 | 42.2 | 42.2 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00002** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 48 | 57.8 | 57.8 | 59.0 |
| 5.00 | 34 | 41.0 | 41.0 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00003** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 37 | 44.6 | 44.6 | 44.6 |
| 5.00 | 46 | 55.4 | 55.4 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00004** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 55 | 66.3 | 66.3 | 67.5 |
| 5.00 | 27 | 32.5 | 32.5 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00005** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 4 | 4.8 | 4.8 | 4.8 |
| 4.00 | 50 | 60.2 | 60.2 | 65.1 |
| 5.00 | 29 | 34.9 | 34.9 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00006** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 52 | 62.7 | 62.7 | 63.9 |
| 5.00 | 30 | 36.1 | 36.1 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00007** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 56 | 67.5 | 67.5 | 67.5 |
| 5.00 | 27 | 32.5 | 32.5 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00008** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 51 | 61.4 | 61.4 | 62.7 |
| 5.00 | 31 | 37.3 | 37.3 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00009** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 55 | 66.3 | 66.3 | 66.3 |
| 5.00 | 28 | 33.7 | 33.7 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00010** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 42 | 50.6 | 50.6 | 51.8 |
| 5.00 | 40 | 48.2 | 48.2 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

**HASIL KOESIONER VARIABEL Y**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00001** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 39 | 47.0 | 47.0 | 47.0 |
| 5.00 | 44 | 53.0 | 53.0 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00002** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 48 | 57.8 | 57.8 | 59.0 |
| 5.00 | 34 | 41.0 | 41.0 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00003** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 41 | 49.4 | 49.4 | 49.4 |
| 5.00 | 42 | 50.6 | 50.6 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00004** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 4 | 4.8 | 4.8 | 4.8 |
| 4.00 | 51 | 61.4 | 61.4 | 66.3 |
| 5.00 | 28 | 33.7 | 33.7 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00005** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 4 | 4.8 | 4.8 | 4.8 |
| 4.00 | 45 | 54.2 | 54.2 | 59.0 |
| 5.00 | 34 | 41.0 | 41.0 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00006** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 54 | 65.1 | 65.1 | 66.3 |
| 5.00 | 28 | 33.7 | 33.7 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00007** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 59 | 71.1 | 71.1 | 71.1 |
| 5.00 | 24 | 28.9 | 28.9 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00008** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 54 | 65.1 | 65.1 | 65.1 |
| 5.00 | 29 | 34.9 | 34.9 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00009** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4.00 | 49 | 59.0 | 59.0 | 59.0 |
| 5.00 | 34 | 41.0 | 41.0 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **VAR00010** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3.00 | 1 | 1.2 | 1.2 | 1.2 |
| 4.00 | 45 | 54.2 | 54.2 | 55.4 |
| 5.00 | 37 | 44.6 | 44.6 | 100.0 |
| Total | 83 | 100.0 | 100.0 |  |

**Lampiran IV**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tabulasi Data Variabel Kompetensi (X1) | | | | | | | | | | | |
| No | No Item Pernyataan | | | | | | | | | | Jumlah |
| Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |  |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 12 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 17 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 18 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 20 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 21 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 22 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 23 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 24 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 25 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 30 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 43 |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 35 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |
| 36 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 40 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 41 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 42 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 43 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 44 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 43 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 46 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 42 |
| 47 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 48 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 49 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 53 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 42 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 55 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 56 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 41 |
| 57 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 58 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 43 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 61 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 67 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 68 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 69 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 70 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 72 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 73 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 74 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 75 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 76 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 77 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 78 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 46 |
| 79 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 80 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 81 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| jumlah | 372 | 363 | 367 | 359 | 366 | 361 | 359 | 365 | 362 | 370 | 3644 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tabulasi Data Variabel Pengembangan Karir (X2) | | | | | | | | | | | |
| No | No Item Pernyataan | | | | | | | | | | Jumlah |
| Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |  |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 46 |
| 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 3 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 42 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 6 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 8 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 10 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 17 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 25 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 28 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 36 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 45 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 38 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 40 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 44 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 46 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 41 |
| 47 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 48 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 49 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 47 |
| 53 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 42 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 55 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 41 |
| 56 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 42 |
| 57 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 58 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 60 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 61 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 67 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 69 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 70 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 71 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 72 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 73 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 74 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 75 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 76 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 77 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 78 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 79 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 80 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 81 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 82 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 83 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| Jumlah | 367 | 365 | 378 | 358 | 357 | 361 | 359 | 362 | 360 | 371 | 3638 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tabulasi Data Variabel Kinerja Pegawai (Y) | | | | | | | | | | | |
| No | No Item Pernyataan | | | | | | | | | | Jumlah |
| Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |  |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 6 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 7 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 8 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 9 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 11 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 22 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 23 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 25 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 26 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 27 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 38 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 40 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 41 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 43 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 45 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 46 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 41 |
| 47 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 48 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 49 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 47 |
| 53 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 41 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 55 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 56 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 42 |
| 57 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 58 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 60 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 61 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 67 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 69 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 70 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 71 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 72 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 73 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 74 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 75 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 76 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 77 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 78 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 79 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 80 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 81 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 82 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 83 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| jumlah | 376 | 365 | 374 | 356 | 362 | 359 | 356 | 361 | 366 | 368 | 3643 |